

# THE COUNTY EMPLOYMENT PARTNERSHIP -- BENEFITS THAT WORK FOR YOU

In addition to pay, Maricopa County offers an attractive and competitive benefits package. Insurance benefits are usually effective at the beginning of the pay period following the employee's first day of work. All regular employees working at least half-time are eligible for benefits. The following is only a brief outline of benefits offered. In all events, the plan documents or policies will govern the actual benefits provided or offered.

## Health Care

## Personalized Benefits

## County Extras

<b>Medical Plans</b> <b>County Pays 97% of single premium &amp; 75% of Family Premium. Premium is paid pre-tax.</b>	<b>Retirement &amp; Pension Benefits:</b> <ul style="list-style-type: none"> <li>Eligible employees are covered by one of three state sponsored retirement plans and the County shares the cost.</li> </ul>	<b>Ten paid holidays per year</b> <b>Personal Time Off:</b> (based on 40/hr week) <ul style="list-style-type: none"> <li>3 weeks/year for the first 3 years</li> <li>progressive to over 5 weeks/year for 19+ years</li> </ul>
<div>CIGNA</div> <b>In Network Benefit:</b> <ul style="list-style-type: none"> <li>Choice of two HMO Provider networks</li> <li>\$5 doctor copay and \$5 RX copay</li> </ul> <b>Out of Network Benefit:</b> <ul style="list-style-type: none"> <li>\$300 calendar/yr deductible with 70/30 copay</li> </ul> <b>Alternative Medicine Benefit:</b> <ul style="list-style-type: none"> <li>6 self referral visits per year with \$5 copay and up to \$60 in supplies/year.</li> </ul> <b>SightCare Vision Benefit:</b> <ul style="list-style-type: none"> <li>Basic: annual exam, glasses/contacts every two years</li> <li>Enhanced: annual exam &amp; glasses/contacts</li> </ul>	<b>Deferred Compensation Program:</b> <ul style="list-style-type: none"> <li>Up to 25% of your pre-tax salary or \$8,000/yr</li> <li>Choose from over 50 no-load funds</li> <li>Personal brokerage account available</li> </ul> <b>Life Insurance:</b> <ul style="list-style-type: none"> <li>County pays 100% of premium for coverage amount of your annual salary up to \$40,000</li> </ul> <b>Supplemental Life Insurance:</b> <ul style="list-style-type: none"> <li>Choose up to 4 times your salary</li> <li>Dependent Life for spouse and children</li> </ul>	<b>Medical Family Leave:</b> <ul style="list-style-type: none"> <li>In addition to Personal Leave (based on 40/hrs/wk)</li> <li>5 days/year for the first 3 years</li> <li>progressive up to 7.5 days/year for 6+ years</li> </ul> <b>Training and Employee Development:</b> <ul style="list-style-type: none"> <li>Up to \$5,000/year for job related tuition reimbursement</li> <li>In-house training and career development</li> </ul>
<div>HEALTH SELECT</div> <b>In Network Only:</b> <ul style="list-style-type: none"> <li>240+ doctors to choose from with self referral to certain specialists</li> <li>\$5 doctor copay and \$5 RX</li> <li>Free Hospitalization (choice of 8 hospitals)</li> </ul> <b>Chiropractic:</b> <ul style="list-style-type: none"> <li>7 visits/year, additional if medically necessary</li> </ul> <b>Alternative Medicine Benefit:</b> <ul style="list-style-type: none"> <li>5 visits/year with up to \$35 in supplies/year</li> </ul> <b>SightCare Vision Benefit:</b> <ul style="list-style-type: none"> <li>Annual exam, annual glasses or contacts</li> </ul>	<b>Short Term Disability Insurance:</b> <ul style="list-style-type: none"> <li>Choice of 50% 60% or 70% of bi-weekly salary</li> <li>Low premiums and benefit not subject to tax</li> </ul> <b>Health Care Flexible Spending Account:</b> <ul style="list-style-type: none"> <li>Set aside up to \$5,200 tax free/year to pay for uncovered medical, dental or vision expenses for you or your IRS eligible dependent incurs.</li> </ul> <b>Dependent/Elder Care Flexible Spending Account:</b> <ul style="list-style-type: none"> <li>Set aside up to \$5,000 tax free/year to pay for expenses related to the care of your dependent so you can work.</li> </ul>	<b>Wellness:</b> <ul style="list-style-type: none"> <li>Health promotions/low cost health assessments</li> <li>24/7 Free gym (2 locations)</li> </ul> <b>Office Ergonomics Consultation/Education:</b> <ul style="list-style-type: none"> <li>Professional assistance and education with your work configurations to ensure a healthy, comfortable environment.</li> </ul>
<b>Dental Plans</b> <b>County Pays 50%. Premium is paid pre-tax.</b>		<b>Employees Federal Credit Union:</b> <ul style="list-style-type: none"> <li>Owned and controlled by the credit union members offer a wide range of low cost financial services.</li> </ul>
<b>Delta Dental</b> <ul style="list-style-type: none"> <li>\$1500 per person/per year</li> <li>No prior approval or referral forms required</li> <li>2 free cleanings &amp; X-rays per year</li> </ul>	<b>Long Term Disability Insurance Benefits:</b> <ul style="list-style-type: none"> <li>Provided to members of the Arizona State Retirement System, the County shares the cost</li> </ul>	<b>Recreational Discounts:</b> <ul style="list-style-type: none"> <li>Savings on products/services including sporting event discounts, restaurants, shopping, concerts, fitness, travel and local attractions.</li> </ul>
<b>Protective Dental</b> <ul style="list-style-type: none"> <li>No annual limit or deductible</li> <li>2 free cleanings &amp; X-rays per year</li> </ul>	<b>Employee Assistance Program:</b> <ul style="list-style-type: none"> <li>Provides free, confidential, short-term counseling and referral services to assist the employee and family with a variety of personal and work related issues.</li> </ul>	<b>Subsidized Bus, Vanpool &amp; Commuter Program:</b> <ul style="list-style-type: none"> <li>Guaranteed ride home to participating employees</li> <li>County pays 100% of Valley Metro fares</li> <li>up to \$56/mnth/vanpools &amp; select Arrow bus routes</li> </ul> <b>County Store:</b> <ul style="list-style-type: none"> <li>A complete line of uniquely County items.</li> </ul>